



GENDER PAY GAP REPORT

2024

Published March 2025

INTRODUCTION



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Equalities Fellow

Pembroke College aspires to be an inclusive community and seeks to recruit and retain the brightest academic minds, as well as professional and support staff who are encouraged in their personal development and treated fairly.

The Governing Body has implemented an Equal Opportunities Policy setting out the College's commitment to promoting the principles and practices of equality and ensuring equitable treatment of all staff regardless of their gender or other protected characteristics.

I certify that the data included in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information).

GENDER PAY GAP REPORTING

The Equality Act 2010 requires all organisations of 250 or more employees to report on their gender pay gap, as well as the proportion of the workforce who are male and female in each pay quartile. There is also a requirement to report on relative sizes of bonus payments, but as Pembroke does not pay bonuses there is no data included here on the latter point. The statistics in this report are calculated using a snapshot of data taken on 5th April 2024.

On that date, Pembroke had 403 employees, of whom **199 were male (49%) and 204 female (51%)**. To take into account variations in working times the statistics presented are based on each employee's calculated hourly rate of pay. Both mean and median gaps have been calculated: the mean gap compares the mean average hourly rate paid to men and to women, and the median takes the middle pay rate in the male distribution and compares to the middle rate in the female distribution. Both mean and median pay gaps are then expressed as a percentage of the male mean and median hourly pay rates respectively.

STATISTICS

Pembroke’s gender pay gap on 5th April 2024 was:

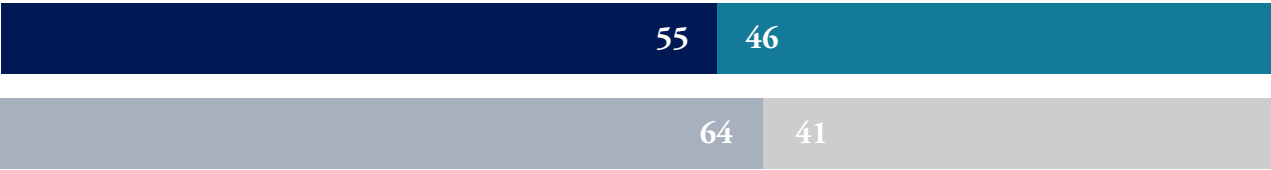
MEAN		MEDIAN
16.5%		11.2%
2023	16.4%	7.8%

The proportion of male and female employees in the quartiles of the pay distribution was as follows (*italics in brackets denote 2023 figures*):

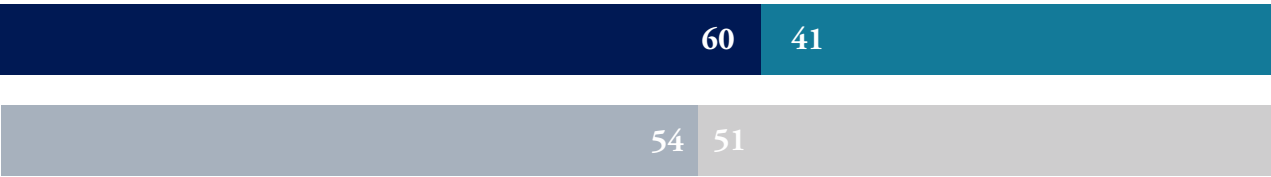
Quartile	% Male	% Female
Upper	54 (<i>61</i>)	46 (<i>39</i>)
Upper middle	59 (<i>51</i>)	41 (<i>49</i>)
Lower middle	42 (<i>58</i>)	58 (<i>42</i>)
Lower	42 (<i>37</i>)	58 (<i>63</i>)

The actual numbers of male and female employees in each of the quartiles of hourly pay rates was as follows (figures in shadow indicate 2023 figures for comparison):

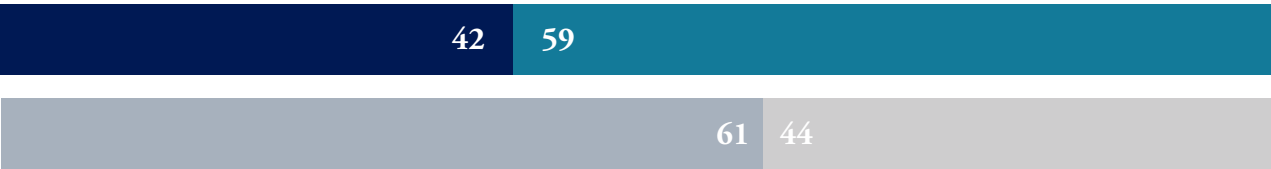
Upper quartile



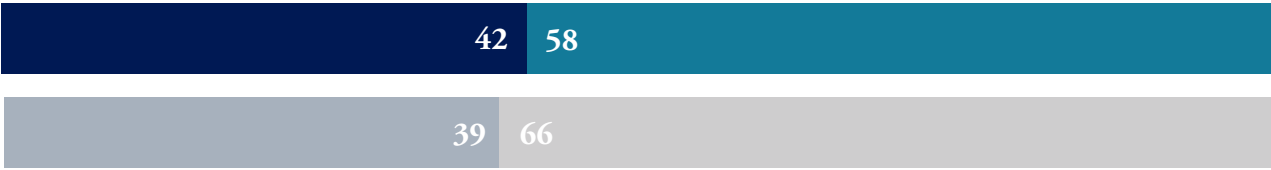
Upper middle



Lower middle



Lower quartile



IMPACT OF EXTERNAL TUTORS

External tutors are academic staff at a variety of levels of seniority who are engaged to supply teaching in specialist areas, usually on a part-time and short-term basis, to meet the changing needs of our student community. Their rate of pay is not set by the College and varies according to factors unrelated to the gender of the tutor, such as class size. As of 5th April 2024, 122 external tutors (2023: 139) were on the payroll, equating to 30% of Pembroke employees.

ANALYSIS

Pembroke aims to gradually close the gender pay gap over time. The gap itself arises from the fact that the College has a relatively large number of male senior academics who are paid in the upper quartiles of hourly pay rates and a relatively large number of female support staff who are paid in the lower quartile of hourly pay rates. In 2025, we expect to see some narrowing of the gap with the appointment of two new female tutorial fellows.

While it is clear that there is a gender imbalance in relation to the split of those undertaking higher or lower paid roles, the College is confident that there are no gender differences in the remuneration available for the same role. Pembroke aims to treat all staff well and benefits from significant periods of service from all employees whatever their gender, including in support staff areas where other employers may see relatively high turnover.

ACTIONS TAKEN

The College is an accredited Real Living Wage employer and implements the Living Wage Foundation's living wage increase each year as soon as possible after it is announced. We continue to invest in the training and development of all staff whatever their gender, mindful of opportunities to provide career and salary progression. Applications for flexible working are considered positively wherever possible. When recruiting, we make all efforts to encourage a diverse range of applicants.

Pembroke remains fully committed to treating all job applicants and members of staff fairly and equally, regardless of their gender (or other protected characteristics).

Gender pay gap statistics will continue to be calculated annually, in line with the requirements of the Equality Act 2010, and each year the Governing Body will review and discuss the findings, mandating further investigations and changes as it sees fit.